

American Indian SEPM Individual Group Session Report July 23 - 25, 2001

ISSUE	ACTIVITY TO DATE	PROPOSED ACTIVITY July 2001 - July 2002	WHO	WHEN
OUTREACH	<ul style="list-style-type: none"> - Expanded communication and networks [interns, vacancy sharing (OPM lists) to students and employees, communication w/colleges and universities, inter-agency and local AI/AN communities] - Presentations/Engagements [k-12, college, business sessions for AI/AN tribal groups] 	More presentations/engagements	All - Richard to track	Ongoing
		Increase interns by 5	Eileen (lead), Shana & Sam Bryant	End of year
		Develop Strategy (4 th pillar only) w/OHROS [incorporate EZ-HIRE, include delivery system]	Glen (lead), all	Start by end of August
		Work w/TCUs, including getting funding [MOU with AI Higher Ed, increase higher ed programs by 3, get budget for supporting TCUs in FY03 budget]	Eileen (lead), Nancy, Glen ,& Stephanie	MOU by September Budget by February
		Seek funding/resources for outreach, including money from FY03 budget	Glen and July	By February
		Higher Employment through support of Tribal Employment Rights Organizations (TEROs)	Myrna	Ongoing
		Establish network/coordinate among all SEPMs	Jason	By end of September
		R10: Outreach Plan/Strategy and Annual Report	Alan	End of FY & next FY
		Continue to work with AISES in R9, R10, and OPP	Nancy, Alan, & Carl	Ongoing
		Increase communication w/tribal higher ed programs [20% of R6 tribes]	Mark	End of year
		Set up list serv for national AIAC/SEPMs	Greg	Sept. 30th

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		R1 & R9: Identify wider community for outreach	Greg & Nancy	Ongoing
MOVE PROFESSIONALS INTO MANAGEMENT	<ul style="list-style-type: none"> - Worked w/Indian organizations for staff development - Continued pushing agency to put AI/ANs into management and SES positions - Seat at the table on HRC - R10: 1 new AI/AN supervisor this year - R6: Circulated information about RIC position - R1: 1 grade upgrade for AI/AN 	Track AI/AN training and hiring <ul style="list-style-type: none"> - details and promotions - include communication strategy - focus on career development strategy 	Joe (lead), Glen, Shana, Myrna, & Stephanie	Ongoing
		Track SES progress [AI/AN applicants, results, and why]	Glen	Ongoing
		Permanent AI/AN representation on the	Richard (lead) & Jim	End of year
		R9 & R10: Determine interest and involvement in management and SES [make aware and send announcements]	Nancy & Alan	Ongoing
		R6 & R9: Distribute management announcements	Mark & Nancy	Ongoing
		R9: Make management aware of no AI/AN	Nancy	ASAP
TAKE A PROACTIVE STANCE ON EZ-HIRE (FULL CONSULTATION WITH AI/AN AND OTHER HIRING ISSUES)	<ul style="list-style-type: none"> - Identified pitfalls and voiced concerns - Attended open houses 	Seek information on EZ-HIRE	All	Ongoing
		Continue meeting with management to identify impediments	All - Glen lead in OARM	Ongoing
		Work on exception policy [Include outreach, replace KSAs with questions]	Richard	Ongoing
		Identify questions for EZ-HIRE	Richard (lead), R1, & R9	Ongoing
		Develop KSAs for excepted positions [OCG & OIG]	Richard, Nancy, Shana, & Roland	Ongoing

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		SEPMs on hiring panels [strive for AI/AN on all panels for AI positions, and diversity rep for all positions]	Richard & Nancy	Ongoing
		Continue to automate internal personnel to payroll process	Judy	Ongoing
MANDATORY CULTURAL DIVERSITY TRAINING FOR MANAGERS	<ul style="list-style-type: none"> - ORD: Mandatory WETG training for managers - WETG training offered in R1, R4, R6, and R9 - Other trainings held, but not mandatory [i.e. Heritage Month Events] - R9: Memo regarding training on WETG for all employees working w/tribes 	Recommendations for enhancing WETG	Thadius & Myrna, all support	Ongoing
		Seek management support for mandatory WETG training	Myrna, Thadius, Shana, AIEO, Regions separately	Ongoing
		OPP will continue other cultural presentations	Carl	Ongoing
		Encourage participation in Heritage Month and other cultural presentations	Jason & Larry	Ongoing
		Establish and Elders Council	Carl & Mark	Ongoing
		Share planning activities for Heritage Month	All	Before Nov
		Encourage and require WETG as need in Regions 1, 6, 9, & 10	Greg, Mark, Nancy, & Alan	Ongoing
KEEP ARIEL RIOS MURALS REMOVED OR COVERED	<ul style="list-style-type: none"> - Outreach to internal and external stakeholders [including EPA employees, EPA managers, tribal groups, SEPMs, artist's son, other federal agencies, and media] - R9: Letter to Browner 	Work with EPA employees opposed to relocation	Richard	Ongoing
		Continue dialogue w/artist's family	Richard	Ongoing
		Start discussion w/GSA	Glen	ASAP
		Get monthly updates/assurances from OARM and OA management	Glen & Myrna	Ongoing
		Continue outreach to all	All	Ongoing

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		Set up meeting with Administrator	Jim	Ongoing
		Get support/commitment from other SEPMs to oppose murals	Jim & Nancy	Completed 07-27-01
		R9: Letter from RA to Administrator	Nancy	ASAP
		Keep pressure on and drum up support	All Regions	Ongoing